

Panaji, 8th August, 1996 (Sravana 17, 1918)

231
SERIES I No. 19

OFFICIAL GAZETTE

GOVERNMENT OF GOA

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

25/4/88-ILD(i)

Whereas the draft notification for revising the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employments of "Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on", was published as required by clause (b) of sub-section 5 of the Minimum Wages Act, 1948 (Central Act of 1948), in the Official Gazette, No. 50, Series I, dated 14-3-1996 under the notification No. 25-1-96-LAB dated 14-2-1996 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 14-3-1996;

And whereas no objections and suggestions were received from the concerned on the said draft Notification;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby revises with effect from 1-8-1996 the minimum rates of wages payable to the categories of employees employed in "Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other

similar work incidental to such process or book binding is carried on", as shown in the Schedule below.—

SCHEDULE

Sr. No	Details of categories	All inclusive minimum rates of wages
1	2	3

(I) Unskilled

1. Peon	Rs. 45/- per day or
2. Mazdoor	Rs. 1170/- per month
3. Cleaner	
4. Helper	
5. Delivery bagman	
6. Sweeper	
7. Head Operator	
8. Carpenter-helper	
9. Stone grinder	
10. Rotary Baller	
11. Store Baller	
12. Cylinder Baller	
13. Labourer (Manai)	
14. Any other categories by whatever names called which are of unskilled nature.	

(II) Semi-skilled

1. Asstt. Camera Operator	Rs. 47/- per day
2. Asstt. Transfer Printer	Rs. 1222/- per month
3. Asstt. Etcher	
4. Letter Press Feeder	
5. Checker	
6. Distributor	
7. Packer	
8. Embossing Machineman	
9. Asstt. Toucher	
10. Asstt. Copy Paster	
11. Flat bed Feeder	

1	2	3
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(II) *Semi-skilled*

12. Varnisher	Rs. 47/- per day or
13. Wax Machineman	Rs. 1222/- per month
14. Cold Powderer	
15. Wireman	
16. Type-cutter	
17. Nine-ballor	
18. Proof Puller	
19. Tally Pressman	
20. Type Dresser	
21. Roller Maker	
22. Roller Cutter	
23. Plate Grainer	
24. Ink grinder	
25. Knife Sharpner	
26. Wire Stitcher	
27. Perforator	
28. Label Puncher	
29. Ruling Machine Feeder	
30. Reaming Man	
31. Metal Caster	
32. Any other categories by whatever names called which are of semi-skilled nature.	

(III) *Skilled Workers*

(a)

1. Lino Operator	Rs. 56/- per day or
2. Mono Operator	Rs. 1456/- per month
3. Line Mechanic	
4. Foreman	
5. Head Proof Reader	
6. Sub-Editor	
7. Reporter	
8. Offset Foreman	
9. Camera Operator	
10. Rotary Foreman	
11. Flatbed Operator	
12. Artist	

(b)

1. Ludlo Operator	Rs. 52/- per day or
2. Proof Reader	Rs. 1352/- per month
3. Printer	
4. Hand Pressman	
5. Offset Plate Maker	
6. Copy Paster	
7. Punch Maker	
8. Electrician	
9. Asstt. Foreman	
10. Cylinder Pressman	
11. Compositor	
12. Imposer	
13. Mono Caster	
14. Binder	
15. Cutter	

(III) *Skilled Workers*

(b)

16. Carpenter	Rs. 52/- per day or
17. Box Patcher	Rs. 1352/- per month
18. Mounter	
19. Any other categories by whatever names called which are of skilled nature	

(IV) *General*

1. Head Clerk	Rs. 56/- per day or
2. Accountant	Rs. 1456/- per month
3. Supervisor	
1. Clerk	Rs. 52/- per day or
2. Typist	Rs. 1352/- per month
3. Cashier	
4. Telephone Operator	
5. Time Keeper	
6. Booking Clerk	
7. Receptionist	
8. Account Assistant	
9. Steno Typist	
10. Store Keeper	

Explanation.—

(1) The wages for the categories specified in Annexure "A" are linked with the norms of work and fixed accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where in any area/establishment/Scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such (a) process or book binding is carried on", or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(4) The minimum rates of wages are applicable to employees engaged by the Principal employees or contractors or sub-contractors, etc.

(5) The minimum wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include any Bhatt/food allowance.

(6) Both men and women shall be paid the same rates of wages fixed for the same category and for equal work.

(7) In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the

minimum rates of wages fixed for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

G. P. Chimulkar, Joint Secretary (Labour).

Panaji, 1st August, 1996.

ANNEXURE - A

Norms of Work

Sl. No.	Category	Mode of Work	Minimum daily production
1	2	3	4
1.	Mono Operator	12 points English 12 points Devanagri	40,000 cms. 25,000 cms.
2.	Mono-Caster	12 points English 12 points Devanagri	42,000 cms. 42,000 cms.
3.	Page Making	20 x 26 cent. 20 x 30 cent. 16 pages	2 Forms.
4.	Imprinter	20 x 30 cent. 16 pages	5 Forms.
5.	Lino Operator	12 points English	30,000 cms.
6.	Hand Composing (with distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3,000 corrected cms. 2,000 corrected cms. 1,600 corrected cms.
7.	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10,200 cms. 8,000 cms. 6,000 cms.
8.	Type Casting	12 points Super Cast	12 kg. 36 kg.
9.	Proof Reader	16 pages 19 cent. x 13 cent. (Two Languages)	
10.	Printing on Cylinder with make ready Platten (Power) with ready Printing on Cylinder without make ready Platten (Power) without make ready Printing on Traddle (on foot) with make ready Printing on Traddle (on foot) without make ready	44½ x 57 cent. 25½ x 38 cent. 44½ x 57 cent. 25½ x 38 cent. — do — — do —	6,000 Copies 6,000 Copies 7,500 Copies 8,500 Copies 8,500 Copies 6,000 Copies
11.	Machine Folding	Double Fold other large size paper	20,000 papers. 15,000 papers.
12.	Hand Folding	Form of the three folds	3,000 papers.
13.	Collating	44½ x 57 cent.	15,000 Forms.
14.	Ruling on hand fed machine	34 cms. x 43 cms. sheets	11,000 papers.
15.	Stitching by hand Stitching by machine	6 quires, 3 stitching sections 6 quires, 3 stitching sections	1,600 Forms. 8,000 Forms.
16.	Wire Stitching (Power Driver machine) Wire Stitching (Foot operated machine)		6,000 (Two pins). 10,000 (One pin). 6,000 (One pin).
17.	Hand Numbering consecutive	10,000 per day	1,20,000 digits per day.

Notification

25/4/88-ILD (ii)

Whereas the draft notification for revising the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employments of "Employment in processing and canning of foodstuffs including fish and beverages" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act of 1948), in the Official Gazette, No. 37, Series I, dated 9-12-1993 under the Notification No. 25/4/88-ILD dated 28-9-1993 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 9-12-1993.

And whereas no objections and suggestions were received from the concerned on the said draft Notification;

Now, therefore in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby revises with effect from 1-8-1996 the minimum rates of wages payable to the categories of employees employed in "Employment in processing and canning of foodstuffs including fish and beverages" as shown in the Schedule below:—

SCHEDULE

Sl. No.	Category of work	All inclusive minimum rates of wages
1	2	3

Category - I

A -	1. Supervisor-in-charge	Rs. 54/- per day or
	2. Accountant	Rs. 324/- per week or
	3. Head Operator	Rs. 1404/- per month
	4. Head Conditioning Operator	
	5. Chemist	
	6. Sales Supervisor	
	7. Chemist	
	9. Head Operator	
	10. Office-In Charge	
	11. All other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Category - I

B -	1. Storekeeper	Rs. 49/- per day or
	2. Clerk	Rs. 294/- per week or
	3. Steno Typist	Rs. 1274/- per month
	4. Supervisor	
	5. Driver	
	6. Salesman	
	7. Operator	
	8. Grader	
	9. Washing Machine operator	
	10. Cashier	
	11. Electrician	
	12. Carpenter	
	13. Refrigerator Mechanic/Operator	
	14. Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Category - II

1. Junior Mechanic	Rs. 43/- per day or
2. Asst. Store Keeper	Rs. 258/- per week or
3. Dealing Boy	Rs. 1118/- per month
4. Mechanic Operator	
5. Processor	
6. Peeling Machine Operator	
7. Machine Operator	
8. Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Category - III

1. Grinder	Rs. 35/- per day or
2. Mixer	Rs. 210/- per week or
3. Cleaner/Washer	Rs. 910/- per month
4. Helper	
5. Peeler	
6. Labourer	
7. Bottle Leading Operator	
8. Gardener	
9. Ice Loader	
10. Loader	
Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Explanation :

1. Where in any area of establishment, scheduled employment wages fixed and/or revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors' regulations attached to the conditions of Contract, the higher rate, would be payable as minimum wages under this Notification.

2. The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

3. The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractors, etc.

4. Both men and women workers shall be paid the same rates of wages fixed for the category and for equal work.

5. In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum fixed under this Notification.

6. Where part-time workers are employed, they shall be paid on pro-rata wages in accordance with number of hours of work done.

By order and in the name of the Governor of Goa.

G. P. Chimulkar, Joint Secretary (Labour).

Panaji, 1st August, 1996.

Notification

25/4/88-ILD (iii)

Whereas the draft notification for revising minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employment of "Employment in Saw Mills" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act of 1948), in the Official Gazette No. 37, Series I, dated 9-12-1993 under the Notification No. 25-4-88-ILD dated 28-9-93 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 9-12-1993;

And whereas no objections and suggestions were received from the concerned on the said draft Notification;

Now, therefore in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby revises with effect from 1-8-1996 the minimum rates of wages payable to the categories of employees employed in "Employment in Saw Mills" as shown in the Schedule below:—

SCHEDULE

Sl. No.	Category of work	All inclusive minimum rates of wages.
1	2	3

Unskilled

1. Helper	Rs. 35/- per day
2. Mazdoor/Coolie/Labourer	Rs. 210/- per week
3. Office Boy	Rs. 910/- per day
4. Peon	
5. Cleaner	
6. Gardener	
7. Chowkidar/Watchman	
8. Manai/Ialam	
9. Sweeper	
10. Weighman	
11. Bullock Cart Driver	
12. Water Carrier	
13. Attendant	
14. Messenger	
15. Porter	

Any other category by whatever name called doing the work of the nature done by persons falling under the foregoing entries.

Semi-Skilled

1. Asstt. Cutter	Rs. 42/- per day
2. Asstt. Sharpener	Rs. 252/- per week
3. Asstt. Operator	Rs. 1092/- per month
4. Asstt. Bensav Man	
5. Asstt. Carpenter	
6. Asstt. Polisher	
7. Asstt. Mistri	
8. Asstt. Dharwala	
9. Coalman	

Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

1	2	3
<i>Skilled</i>		
1. Head Mistri		Rs. 47/- per day
2. Cutter		Rs. 282/- per week
3. Supervisor		Rs. 1222/- per month
4. Sharpner (Dharwala)		
5. Cutter Machine Operator		
6. Polisher		
7. Artist		
8. Driver		
9. Painter		
10. Carpenter		
11. Bensaw Men		
12. Upholsterer		
Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		

GENERAL STAFF

A. 1. Supervisor In Charge	Rs. 55/- per day Rs. 330/- per week Rs. 1430/- per month
B. 1. Accountant	Rs. 50/- per day
2. Office Incharge	Rs. 300/- per week Rs. 1300/- per month
C. 1. Accountant Clerk	Rs. 47/- per day
2. Cashier	Rs. 282/- per week
3. Clerk	Rs. 1222/- per month
4. Store Keeper	
Any other category by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

Explanation:

- I. (a) The minimum rates of wages shall consist of an all inclusive rate of wages.
- (b) The minimum rate of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.
- II. (a) Unskilled work is one which involves simple operation requiring the skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one which involves skill or competence required through experience on the job or through training an apprentice or in a technical or Vocational Institution and the performance of which calls for initiative and judgement.

III. The minimum rates of wages shall be applicable to employees engaged by the Principal employer or contractors or sub-contractors, etc. working in their employment.

IV. Both male and female workmen shall be paid the same rate of wages fixed for the category and for equal work.

V. In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates fixed under this Notification.

By order and in the name of the Governor of Goa

G. P. Chimutkar, Joint Secretary (Labour).

Panaji, 1st August, 1996.

Notification

25/4/88-ILD (iv)

Whereas the draft notification for revising the minimum rates of wages payable to the various categories of employees employed in various trades in the scheduled employments of "Employment in Breweries and Distilleries" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act of 1948), in the Official Gazette, No. 34, Series I dated 18-11-1993 under the Notification No. 25/4/88-ILD dated 28-9-1993 of the Department of Labour, Government of Goa, inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;—

And whereas the said Gazette was made available to the public on 18-11-1993;

And whereas after considering the objections and suggestions received from the concerned on the said draft notification;

Now, therefore in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act. XI. of 1948), the Government of Goa, after complying with the requirements of publication, hereby revises with effect from 1-8-1996 the minimum rates of wages payable to the categories of employees employed in "Employment in Breweries and Distilleries" as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3

Category - I

- | | |
|-------------------------|-----------------------|
| 1. Supervisor-In-Charge | Rs. 54/- per day or |
| 2. Head Clerk | Rs. 324/- per week or |
| 3. Accountant | Rs. 1404/- per month |

4. Chemist
5. Section Head
6. Sales Supervisor
7. Head Operator
8. Head air conditioning operator
- Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category - II (A)

- | | |
|------------------------------|-----------------------|
| 1. Machine Operator | Rs. 49/- per day or |
| 2. Air Conditioning Operator | Rs. 294/- per week or |
| 3. Fitter Operator | Rs. 1274/- per month |

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category - II (B)

- | | |
|---------------------------|-----------------------|
| 1. Mechanic | Rs. 47/- per day or |
| 2. Refrigeration Mechanic | Rs. 282/- per week or |
| 3. Mechanic Supervisor | Rs. 1222/- per month |
4. Cashier
5. Steno Typist
6. Supervisor
7. Accounts Clerk/Driver

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

1	2	3
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Category - III

- | | |
|----------------|-----------------------|
| 1. Clerk | Rs. 49/- per day or |
| 2. Electrician | Rs. 294/- per week or |
| 3. Operator | Rs. 1274/- per month |
4. Store Keeper
5. Car/Van Driver
6. Laboratory Technician
7. Loading Hand
8. Store Clerk
9. Asstt. Operator
10. Asstt. Air-Conditioning Operator
11. Welder
12. Asstt. Fitter
13. Boiler Attendant

Any other categories by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.

Category - IV

- | | |
|-------------------------|-----------------------|
| 1. Laboratory Asstt. | Rs. 35/- per day or |
| 2. Trainee Lab. Chemist | Rs. 210/- per week or |
| 3. Trainee Operator | Rs. 910/- per month |
4. Trainee Charge Hand
5. Gardener
6. Bottle Washer
7. Peon
8. Worker
9. Watchman
10. Labourer/Sweeper

Any other categories by whatever name called doing the work of the nature done by the persons falling under the following entries.

Explanation:

1. Where in any area of establishment, scheduled employment wages fixed and/or revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors' regulations attached to the conditions of Contract, the higher rate would be payable as minimum wages under this Notification.

2. The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

3. The minimum rates of wages are applicable to employees engaged by the Principal employer or contractor or sub-contractors etc.

4. Both men and women workers shall be paid the same rates of wages fixed for the category and for equal work.

5. In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum fixed under this Notification.

6. Where part-time workers are employed, they shall be paid on pro-rata wages in accordance with number of hours of work done.

By order and in the name of the Governor of Goa.

G. P. Chimulkar, Joint Secretary (Labour).

Panaji, 1st August, 1996.